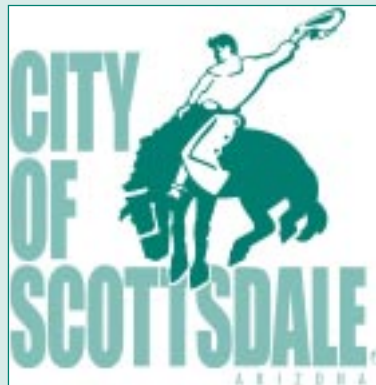


*The City of
Scottsdale,
Arizona
Is Seeking An
Experienced
Transportation
Executive
To Serve As
Traffic
Engineering
Director*



THE COMMUNITY

Scottsdale, Arizona, is renowned as one of the most livable cities in the country and recognized nationally as one of the foremost communities in which to live, work, and raise a family. It is also a community of remarkable contrasts. Famous as a desert resort destination, it also is a working city that draws employees from around the Phoenix metro area and is home to several major corporate headquarters. It combines a casual Southwestern style with a sophisticated arts community.

Scottsdale remained a small town from its founding in 1888 until it was incorporated as a city in 1951. Like much of the Phoenix metropolitan area, it has seen periods of intense growth during the post-World War II years. In the 1990s, Scottsdale embarked on an ambitious program to set aside a third of the city – nearly 60 of the City's 184.5 square miles, as untouched desert open space.

Growth and preservation have brought the city to an historic transition point: available land for the type of large-scale, planned community development that has characterized development since the 1970s is nearly gone. Growth will slow, and more attention will shift to high quality infill and revitalization projects that are compatible with adjacent neighborhoods.

The City's ability to manage its growth, build a sustainable economy, maintain its mature areas, and fund desert preservation stems from a tradition of citizen involvement and long-range planning in city government and the community. Scottsdale's "visioning" programs date from the early 1960s and produced Arizona's first general plan.

Scottsdale's integrated strengths in community involvement, economic development, quality of life, and overall citizen satisfaction are just some of the reasons that the city is regularly cited in surveys and competitions as an outstanding place to live, raise a family, and start a business. To learn more about the City of Scottsdale, visit their website at www.ci.scottsdale.az.us.



CITY GOVERNMENT

Scottsdale City government is a full-service Charter municipality that operates under the council/manager form of government. The Mayor and six Council members comprise the elected leadership, and are responsible for appointing six Charter Officers, the City Attorney, City Auditor, City Clerk, City Judge, City Manager, and City Treasurer. The City Council also appoints citizen volunteers to participate on over two dozen advisory boards and commissions.

The City of Scottsdale is a "values-centric" organization, with over 2,200 employees who take pride in public service. In addition to the core values, which characterize the "Scottsdale way of doing things," the City is focusing on seven broad goals established by the City Council and updated in the fall of 2001. The goals reflect the priorities of the City Council, shape the budget, and drive departmental strategic planning. Briefly stated, the goals are:

- To enhance and protect the community and neighborhoods
- To preserve Scottsdale's character and environment
- To facilitate the movement of people and goods
- To provide for long-term economic security
- To balance infrastructure and resources
- To ensure accessible and responsive government
- To ensure fiscal responsibility

The City of Scottsdale is widely recognized as an outstanding organization, with a rich tradition of innovation and excellence in public services. The many practitioners and dignitaries who visit or “benchmark” our City government will frequently comment on the commitment and competence that they sense at all levels of the organization. Statistics tell a similar story; overall citizen satisfaction with City services has ranged from 94 –98% in annual random surveys the past five years.

THE TRAFFIC ENGINEERING DIVISION

The Traffic Engineering Division is part of the Transportation Department, which includes Traffic Engineering, Aviation, Transportation Planning, Capital Improvement Planning, and Stormwater Management. The Department budget is approximately \$12 million, has a five-year CIP of \$ 350 million, and a full/part-time staff of 47. The mission of the department is “To support the City Council’s goals of protecting neighborhoods and providing for safe, efficient and affordable movement of people and goods by applying professional skill to expertly administer stormwater and multi-modal transportation programs that are economical and effective so that the quality of life for all citizens is preserved and protected.”

The Traffic Engineering Division has a current operating budget of \$1.5 million, a five-year CIP of \$31.4 million, and a full-time staff of 10 employees. The Division’s key responsibilities include the following:

- Operate and maintain the City’s roadways to provide for the safe and efficient movement of people and goods.
- Develop and utilize technology to optimize traffic flow and provide vital traffic information to the traveling public.
- Provide technical assistance for the planning and design of the City’s roadways.

TRAFFIC ENGINEERING DIRECTOR POSITION

The Traffic Engineering Director is responsible for all traffic engineering services and reports to the Transportation General Manager. Key priorities for the Traffic Engineering Director include:

- Provide leadership to shape and implement a nationally recognized traffic engineering program.
- Successful implementation of a five-year CIP of \$31.4 million.
- Develop effective and collaborative relationships with other city departments and various community, stakeholder groups.
- Provide the best possible professional traffic engineering advice to City staff, the Mayor and City Council, and boards and commissions.
- Develop traffic engineering staff so as to enhance their skills, stimulate their creativity, and assist them to achieve their potential.
- Serve as an advocate and contact for regional transportation issues and programs.

IDEAL CANDIDATE

Education and Experience

Ideal candidates will be empowering leaders with excellent communication and team building skills, and proven traffic engineering professionals. A Bachelor’s Degree in Traffic Engineering, Civil Engineering or a closely related field and four to seven years of management experience in a complex traffic engineering environment are required. Registration as a Professional Engineer in the State of Arizona or the ability to obtain within one year is required.

Leadership and Management Style

The City is searching for a Traffic Engineering Director with the following leadership and management characteristics.

- Ability to balance visionary leadership with hands-on management.
- Decisive once input has been received and viewpoints are known and understood.

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- Ability to develop a strong, results-oriented team.
- Committed to developing an effective working relationship with other city management staff, advisory and support groups, and city leaders.
- Ability to find commonality of interests among divergent views and priorities.
- Committed to a collaborative working style with staff and assisting them to reach their potential.
- Analytical with a willingness to develop collaborative relationships.
- Ability to facilitate public meetings and make strong citizen-friendly presentations.

Competencies and Personal Characteristics

- High degree of personal and professional ethics.
- Open and accessible with consensus-building skills.
- Fair, unbiased, compassionate, and a good listener.
- Politically astute and able to establish trust with the Transportation Commission, City Council, other city departments and the public.
- Willing to take risks and attempt innovative solutions.
- Excellent knowledge of traffic engineering services and the contribution they make to enhance the quality of life in a community.

COMPENSATION

Salary will be highly competitive and negotiable. The City provides an attractive compensation and benefits package including:

- Voluntary ICMA Deferred Compensation
- Retirement (Arizona State Retirement System)
- 15 Days of vacation annually
- 9 Holidays plus 1 floating holiday annually
- 12 Days of medical leave annually
- City paid Life Insurance
- Health Insurance (choice of 5 plans)
- Dental Care (choice of 2 plans)
- Long Term Disability
- Superior Performance Awards

APPLICATION AND SELECTION PROCESS

For additional information regarding this opportunity or to apply please submit a cover letter with current salary, resume, and list of three work-related references to:



John Shannon
 Shannon Executive Search
 241 Lathrop Way
 Sacramento, CA 95815
 (916) 263-1401, Fax (916) 561-7205
 Email: resumes@cps.ca.gov
 Website: www.cps.ca.gov/shannon

The final filing date is Friday, August 2, 2002

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed qualified will be reported to the City. A final interview process will then be scheduled for selected candidates.